

**CITY OF SAN DIEGO  
MINUTES OF THE MEETING OF THE  
SAN DIEGO CIVIL SERVICE COMMISSION**

**MINUTES**

Thursday, July 7, 2016, at 1:00 p.m.  
Civil Service Commission Room, Civic Center Plaza  
1200 Third Avenue, Suite 300  
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Mattheus E. Stephens at 1:08 p.m. Also present were Vice-President Joseph R. Kloberdanz, and Commissioner Reverend Clyde E. Gaines. Commissioner Maricela Amezola was absent.
  
- B. The staff was represented by Personnel Director Hadi Dehghani, Assistant Personnel Director Yajaira Gharst, and Assistant to the Director Saba Berenji. Serving as legal advisor to the Commission was Senior Deputy City Attorney Stuart H. Swett.

San Diego Civil Service Commission

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**ITEMS FOR ACTION**

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*NOTE: The Commission will immediately go into closed session at 12:00 p.m. The regular business meeting will begin at 1:00 p.m.*

**INTRODUCTION**

1. Roll Call.

**ACTION TAKEN/PENDING**

Present were President Mattheus E. Stephens, Vice-President Joseph R. Kloberdanz, and Commissioner Reverend Clyde E. Gaines. Commissioner Maricela Amezola was absent.

**NON-AGENDA PUBLIC COMMENT**

This portion of the agenda provides an opportunity for members of the public to address the Commission on items of interest within the jurisdiction of the Commission. (Comments relating to items on today's docket are to be taken at the time the item is heard.)

President Stephens asked for a moment of silence for the homeless members of our community who were recently attacked and thanked the San Diego Police Chief for resolving the matter expeditiously.

Time allotted to each speaker is determined by the Chair. Comments are limited to no more than five (5) minutes **total per subject** regardless of the number of those wishing to speak. Pursuant to the Brown Act, no discussion or action, other than a referral, shall be taken by the Commission on any issue brought forth under "Non-Agenda Public Comment."

**CONSENT AGENDA (Items 2 and 3 can be approved with one motion.)**

2. Approval of the minutes for the regular business meeting of June 2, 2016. Approved.
3. Leave of Absence Without Pay - In Order. Items 21 through 28. Approved.

**LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION**

4. Joshua G. Goldilla, Sanitation Driver I, Environmental Services Department, for a one-year special leave without pay ending June 17, 2017, with his name to be placed on the eligible lists for Sanitation Driver I and Heavy Truck Driver I.  
Hire Date: July 9, 2012  
Reason: Outside employment.  
Department Recommendation: Denial. Denied.  
Speaking for staff was Darren Keenaghan.
5. Gerard M. Holiday, Water Systems Technician I, Public Utilities Department, for a one-year (second extension) special leave without pay ending May 21, 2017, with his name to be placed on the eligible lists for Water Systems Technician I, Utility Worker I, and Laborer.  
Hire Date: February 11, 2013  
Reason: Maintain employment eligibility.  
Department Recommendation: Approval. Approved.  
Speaking for staff was Darren Keenaghan.
6. Raphael M. Minck, Police Officer II, Police Department, for a one-year (first extension) special leave without pay ending June 8, 2017, with his name to be placed on the eligible lists for Police Officer II and Police Officer I.  
Hire Date: August 10, 2012  
Reason: Outside employment.  
Department Recommendation: Approval. Approved.  
Speaking for staff was Darren Keenaghan.

7. Matthew R. Tallone, Junior Engineer – Civil, Public Works Department, for a one-year special leave without pay ending June 19, 2017, with his name to be placed on the eligible list for Junior Engineer – Civil. Hire Date: February 15, 2014. Reason: Outside employment. Department Recommendation: Approval. Approved. Speaking for staff was Darren Keenaghan.

**POLICY ITEMS – DISCUSSION**

8. Approval of Exceptional Merit Increase for Elizabeth M. Ballon, Workers' Compensation Claims Representative II. Approved. Speaking for staff was Darren Keenaghan.
9. Approval of Exceptional Merit Increase for Robert M. Cervantes, Senior Combination Inspector. Approved. Speaking for staff was Darren Keenaghan.
10. Approval of Exceptional Merit Increase for Rachel N. Davenport, Biologist III. Approved. Speaking for staff was Darren Keenaghan.
11. Approval of Exceptional Merit Increase for Michael E. Gomez, Combination Inspector I. Approved. Speaking for staff was Darren Keenaghan.
12. Approval of Exceptional Merit Increase for Lisa A. Poston, Zoning Investigator II. Approved. Speaking for staff was Darren Keenaghan.
13. Approval of Exceptional Merit Increase for Deborah L. Rowley, Combination Inspector I. Approved. Speaking for staff was Darren Keenaghan.
14. Request from the Assistant Chief Operating Officer to exempt a Program Manager position from the Classified Service. Approved. Speaking for staff was Anne Lamén Aban.
15. Request from the Human Resources Department to exempt two Program Coordinator positions from the Classified Service. Approved. Speaking for staff was Anne Lamén Aban.

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| 16. | Request from the Office of the City Treasurer to exempt a Program Manager position from the Classified Service.         | Approved.<br>Speaking for staff was Anne Lamén Aban.   |
| 17. | Request from the Personnel Department to exempt a Program Coordinator position from the Classified Service.             | Approved<br>Speaking for staff was Anne Lamén Aban.  |
| 18. | Request from the Fire-Rescue Department to utilize a vendor for the Fire Recruit Examination.                           | Approved with modification that the Personnel Department will provide input and retain veto power over any proposed written examination. Staff will report back regarding the diversity of the new Fire Recruit single category eligible list, and the Fire-Rescue Department will report back regarding the diversity of the first selection process using a vendor. Speaking for staff was Douglas Edwards and Hadi Dehghani. Speaking for the department was Fire Chief Brian Fennessy and Joy Freeman. |
| 19. | Jose R. Robles Jr., appealing his conviction record disqualification for the position of Grounds Maintenance Worker II. | Denied.<br>Speaking for staff was Darren Keenaghan.<br>Speaking was Jose R. Robles Jr.   |
| 20. | Richard R. Woods, appealing his medical disqualification for the position of Assistant Fleet Technician.                | Denied.<br>Speaking for staff was Darren Keenaghan.  |

**LEAVES OF ABSENCE WITHOUT PAY - IN ORDER**

21. Monica B. Firsht, Associate Engineer – Traffic, Transportation & Storm Water Department, for a one-year special leave without pay ending June 14, 2017, with her name to be placed on the eligible lists for Associate Engineer – Traffic and Associate Engineer – Civil.  
Hire Date: September 11, 1995  
Reason: Family care.  
Department Recommendation: Approval.

22. Johannes K. Grey, Associate Personnel Analyst, Personnel Department, for a one-year special leave without pay ending July 1, 2017, with his name to be placed on the eligible lists for Associate Personnel Analyst, Assistant Personnel Analyst, and Management Trainee.  
Hire Date: July 17, 2012  
Reason: Education.  
Department Recommendation: Approval.
23. Brett A. Siegel, Librarian I, Library Department, for a one-year special leave without pay ending July 14, 2017, with his name to be placed on the eligible lists for Librarian I and Library Assistant.  
Hire Date: October 26, 2005  
Reason: Education.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED**

24. George J. Adrian, Project Officer II (Option Class: Principal Water Resources Specialist), Public Utilities Department, for a leave of absence from the Classified Service effective May 21, 2016, while filling an unclassified position with his name to be placed on the eligible list.
25. James L. Gaboury, Fire Battalion Chief, Fire-Rescue Department, for a leave of absence from the Classified Service effective June 18, 2016, while filling an unclassified position with his name to be placed on the eligible list.
26. Samuel A. Merrill, Supervising Management Analyst, Environmental Services Department, for a leave of absence from the Classified Service effective June 11, 2016, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment this leave will be modified from job saved to name on eligible list.

- 27. Patricia J. Fitzgerald, Development Project Manager III, Development Services Department, for a leave of absence from the Classified Service effective June 5, 2016, while temporarily filling an unclassified position with her job to be saved. If selected for permanent appointment this leave will be modified from job saved to name on eligible list.
- 28. Casey D. Smith, District Manager, Park & Recreation Department, for a leave of absence from the Classified Service effective June 13, 2016, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment this leave will be modified from job saved to name on eligible list.

**LEAVES OF ABSENCE WITHOUT PAY - TOTAL**

Total Leave Requests	12	Family/Childcare/Maternity	01
Leave requests with job saved	00	Education/Training	02
Leave requests with name on list	07	Medical	00
Unclassified	05	Relocation	00
		Outside Employment	03
		Unclassified	05
		Other	01

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**CLOSED SESSION**

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At 12:31 p.m. the Commission met in Closed Session with the following agenda:

- 1. Conference with Legal Counsel - existing litigation, pursuant to California Government Code section 54956.9:
  - Case Name: Lugo v. City of San Diego Civil Service Commission
  - Case Number: San Diego Superior Court Case No. 37-2015-00009448-CU-WM-CTL
- 2. Public Employee Discipline/Dismissal/Release, pursuant to California Government Code section 54957:
  - a. David Lugo - Termination upheld.

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**ADJOURNMENT**

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At 1:08 p.m. the Commission convened into open session.

At 2:36 p.m. President Stephens announced the Civil Service Commission would be dark in August and that September 1, 2016 would be the next meeting of the Commission.

There being no further business, the meeting was adjourned at 2:37 p.m.

Mattheus E. Stephens, President